

**EXHIBIT B**  
**SCHEDULE OF RATES**

Compensation for all professional, technical, and administrative staff directly charging time to the project is based upon the following fee schedule and charge (For fiscal years [2019-2020] through [2020-2021]).

HOURLY RATE	DESCRIPTION
\$250 - 280	Senior Level Management under review by Vice President or higher (Principal in Charge, Senior Principal, etc., - have 20+ years of experience)
\$184 - 242	Senior Level Consultant or Management (Principal, Senior Engineer, Senior Scientist, Senior Project Manager, etc., - have 15+ years of experience)
\$165 - 175	Highly Specialized Technical Professional or Supervisor of groups of professionals (Senior Planner, Project Manager, Technical Expert, etc., - have 10+ years of experience)
\$144 - 165	First Level Supervisor or first complete Level of Specialization (Mid-Level Planner, Technical Lead, etc., - have at least 7+ years of experience)
\$125 - 135	Fully Qualified Professional Position (Planner, Task Lead, etc., - have 4+ years of experience)
\$109 - 117	Junior Level Position (Planner, etc. - have at least 2+ years of experience)
\$93 - 101	Entry-Level Position